

APR 13 2006

Mattie A. Yoshioka

April 10, 2006

Honorable Louis Abrams, Chairperson  
And Members of the County Charter Commission  
4444 Rice Street, Suite 235  
Lihue, HI 96766

Dear Chair Abrams and Charter Commission Members:

RE: PROPOSED CHARTER AMENDMENT NO. 11, SALARY COMMISSION

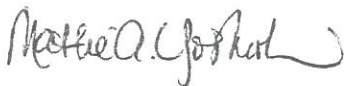
As a former member of the County Salary Commission and a past County department head whose salary is set by ordinance, I strongly urge you to place proposed Charter Amendment No. 11 on this November ballot as one of the recommended changes to the Kaua'i County Charter.

I served on the Salary Commission from January to December of 2004. During my tenure, extensive research on comparable positions in other counties in Hawai'i and in the private sector was conducted. It became evident that our top level government officials were neither being adequately compensated nor the County of Kaua'i competitive in its pay structure for these crucial positions. This inequity comes to light in the County's low record in recruiting experienced, top managerial personnel with the necessary technical skills. Similar to previous salary commissions, this commission made recommendations to the Council to help rectify this inequity, only to have several disapproved by County Council vote.

"Pay inversion" (a situation where a subordinate is paid more than the manager) is a critical issue facing this County. This pay inversion undoubtedly discourages competent line staff from taking these high level positions, which is such a shame, as these are individuals who have gained and expanded their field of expertise by years of experience. There are currently no incentives for these individuals, despite being well qualified, to seek a higher position of responsibility and importance.

I believe that the next salary commission will draw similar conclusions and recommendations such as ours and other past commissions. This amendment will aid in making these necessary changes a reality, while still preserving the authority of the Kaua'i County Council to veto the measure by a 5 to 2 vote.

Sincerely yours,



Mattie A. Yoshioka

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